

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

D/PPFM  
SE58, Hqtrs.

EXTENSION

NO.

80 1473

DATE

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S  
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. DDCI  
7E12, Hqtrs.

We have no problem. Assume the DCI meant both Distinguished and Meritorious stipend recipients even though his numbers are off (3-4 versus as many as 28).

Signed

Harry E. Fitzwater

Distribution:

Orig - Alice

1 - DCI

1 - J-1

2 - E/PPFM

1 - C/SIS/SC

OP/77/C/SIS/SC

E(313-110)

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

D/PPPM  
5E58, Hqtrs.

EXTENSION

NO.

ER-80-1090/1

DATE

25 JUL 1980

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. DDCI  
7E12, Hqtrs.

7/17/80

Coordinated w/  
Execum Staff

2.

3.

4.

5.

6.

7.

8.

9.

10. D/PPPM 22 JUL 1980  
5E58, Hqtrs.

22 JUL 1980

11. Chief, SIS/SS 22 JUL 1980

12.

13.

14.

15.

Only not quick  
is I would  
think publishing  
shaped awards  
would be good -  
but only 3-4 for  
whole Agency  
there's no stigma  
to not receiving  
one Sp

SUGGESTED COMMENTS FOR DCI SPEECH AT  
SIS PROMOTION EXERCISE JULY 1980

You will note that there are a relatively large number of SIS promotions this time.

- This is due in part to my strong desire to see that those who are holding senior level responsibilities are recognized for them. During the past year, I used my special authority to establish the SIS in the CIA so that we may offer our senior officers benefits and incentives comparable to those granted to senior officers elsewhere in the Civil Service.
- The number of promotions also reflect the relatively large number of retirements in the past year, culminating in February, when the continuing pay cap and a high cost-of-living adjustment led many senior officers to retire, not only here but throughout the federal government. In fact, our retirement statistics tend to follow closely those of the Civil Service, despite our different career patterns and our CIA retirement system. It should be noted that most of our senior officers work beyond the time they become eligible to retire.

At least one new SIS officer served with an OSS Jedburgh team which parachuted into France in World War II. Most joined CIA at later dates. All have significant experience in and out of the government.

We have important missions to fulfill. The President and the Congress look to CIA today, more than ever before, for the intelligence on which the vital decisions of our time will be made. You will have an important part to play in the making of these decisions.

This is a most worthy undertaking, and I am pleased and proud to welcome <sup>our new SIS officers</sup> you on board our senior officer team. I look <sup>and to congratulate</sup> those of you who have been promoted within the SIS levels, forward to greeting each of you, and working closely with you in the difficult but challenging times that lie ahead.

~~SECRET~~

D R A F T--SIS Pormotion Talk for Monday, 14 July 1980

2. Recognize: Advancement into SIS largest ever--almost five times what it was in 1977.

Particular emphasis on offering reasonable promotion opportunities in all areas of the Agency as far as reasonably possible.

25X1

Second group of entrants into SIS. Used special authority last October to establish an SIS.

Wanted to offer senior officers benefits and incentives comparable to those granted elsewhere Civil Service. Twenty-five to fifty percent will be eligible for bonuses next November based on promotions measured against more specific goals/standards than ever before.

Entering a period of greater competition, greater opportunity and reward than the Agency and the U. S. Government have known.

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SECRET

In facing opportunity and challenge the Agency always needed and had superior leadership. We are going to need as much or more in the '80's.

We have turned the corner on public and governmental attitudes regarding the Agency and the profession. With that comes responsibilities. More freedom has made it hard to judge for ourselves what risks to take in the national interest. The more support we receive, the more will be expected of us--better collection, better analysis. The last thing we can do is rest on our laurels. Nice as it is to have them recognized somewhat more than in the past five or six years, the Agency and the intelligence profession are facing demanding new challenges, challenges of ever-increasing sophisticated new technologies.

Questions: How to afford, how to utilize anticipated countermeasures. New analytical techniques, computer-aided analysis, quantitative measures of political and social uses. (Others?) Challenge of anticipating needs of the future: Arms control going to continue strong. Energy and food analysis expand. Will Indonesia and Brazil be the Irams, Saudi Arabias, and Zimbabwes that leaped out of the Third World to demand our attention--or who?

Also, the challenge of inspiring and leading the youth coming into the Agency--can we meet their different but equally valid idealism? Can we fit their large expectations for advancement, responsibility, and sense of contribution?

SECRET

-3-

Whether we meet these challenges of the decade of the '80's will in large measure be in your hands. As of today you must act and think in terms of what is good for the Agency, not DDO, DDA, OLC, or whatever. You will set the tone and standards that will determine the direction in which we go. Directors, Presidents, and Congressional committees will push or pull in one direction or another. You are the continuity. You are the inspiration for those below you and coming forward to replace you. You should be the source of change, innovation, adaptation that will be more necessary in this coming decade than in any of the past three that CIA has served our nation. You are to be congratulated warmly and should feel proud. You are also to be impressed by the responsibility that lies ahead and should feel humble. Most of all, you should feel exhilarated and challenged by the prospect that lies ahead, the prospect full of optimism and of opportunity.

~~SECRET~~